

University of South Dakota 2018 JCA Budget Hearing

How is USD responding and/or adapting to changing high demand credentials/jobs?

The University of South Dakota has a strong history of responding to workforce demands. In the most recent past, USD:

- Transitioned from the Associate of Science in Nursing (ASN) to the Bachelor of Science in Nursing (BSN) to respond to the increased demand for BSN trained nurses.
- Created a Bachelor of Science in Technical Leadership through a partnership with Southeast Technical Institute.
- Structured several certificate programs to meet specific workforce needs.
- Offered an Associates of General Studies at the University Center in Sioux Falls as an entry into post-secondary education. The program was approved in summer of 2016 and currently enrolls 157 students.
- Offered a number of programs online. USD is meeting the needs of place bound students through the online offerings as two-thirds of the online-only students are South Dakota residents.
- Developed 62 articulation agreements through the School of Health Sciences with regional technical schools to enhance opportunities to their students.
- Created new associate degrees such as Integrated Sciences are designed to help prepare persons to move directly into the workforce.
- Developed programs in innovation and entrepreneurship which are expected to increase the potential for start-up businesses in the region. The latest example is the new Bioscience Innovation program – a partnership of the USD Beacom School of Business and the Governor's Office of Economic Development.

What are the biggest challenge(s) USD is facing in the next 1, 3, and 5 years? What can be done to address the identified challenge(s)?

Enrollment in the School of Law will be the biggest challenge in the next year. Nationally, law schools are experiencing enrollment challenges. It appears the prior 5 year trend of declining applications and enrollment may be stabilizing nationally; however, accreditation standards have increased and are requiring more experiential learning opportunities making delivery of the curriculum more expensive.

The most significant challenges in the next 3 and 5 years will be competitive faculty and staff salaries, enrollment, and facility needs of the School of Health Sciences.

- While on its surface, granting no salary policy may appear to be a cost saving measure, it can ultimately result in greater costs. When faculty and staff leave for more attractive compensation packages, the university is often times forced to pay the replacement at equal or higher pay than the incumbent. Additionally, faculty in areas such as the hard sciences (Biology, Chemistry, etc.) have significant research expectations and demand lab renovations and post-doctoral assistants to be funded for a 3 year period (referred to as startup packages) to set themselves up for success to meet the research expectations.
- Enrollment will continue to be difficult. The Midwest region is a highly competitive region with very little change in high school graduates predicted. Students are becoming increasingly price sensitive. Private universities are increasing discounting strategies and putting more pressure on net price. The university budget is significantly dependent on tuition and fee revenue and therefore vulnerable to significant enrollment declines.
- The School of Health Sciences encompasses many of USD's fastest growing majors. Several of those programs are scattered across campus in outdated buildings with limited capacity.